

2/26/2007

TO: Bob Awana
Chief of Staff

FROM: Dennis Ihara
Deputy Registrar

RE: QUESTIONS

I realize your busy schedule and thus, I have never e-mailed you before. However, I know others at the Bureau of Conveyances (Bureau) have e-mailed both you and the Governor in criticism of my efforts and I hope you will equally hear me out.

I have been Deputy Registrar of the Bureau since August 22, 2006, and have been tasked to "turn the Bureau around" together with First Deputy of DLNR, Robert Masuda (Bob). I think Bob and I worked well as a team and he was/is my direct supervisor. At the end of my three months probationary, I received an exemplary rating from him. However, on February 21, 2007, one day before the end of my six months probationary, I received a letter from Peter Young (Chair), extending my probationary period for another three months. Who do I report to anyway? Is it fair to have Peter threaten me with termination when I had received exemplary ratings?

Bob and I have been diligently trying to turn things around, and I have heard that more than a third of the Bureau staff has signed a Petition in support of our efforts. However, Peter claims that there are employees who claim that I am not pulling everyone together. Similar to the conflict between the Sunnis and Shiites will not come to an end over night, things at the Bureau will not immediately change, particularly with the Chair's constant intervention.

To wit, he only hears certain people, mainly Nicole Gega-Chang and Carl Watanabe's critical comments about how things are run. Much as I have informed the Chair that he is undermining my authority and to let me handle Nicole's criticisms, he takes her side which I do not appreciate. Nicole has filed three internal harassment complaints against me because the unions squashed all her grievances that she tried to file. Due to the harassment complaints, and that Nicole's cubicle is right next to my office and her staff person sits immediately outside my door, for privacy and confidentiality purposes I usually keep my door partially closed, but if one pushes it, it will swing open easily. To this, the Chair has complained that I do not have an open door policy and have alienated some people. I think this is an unfair comment because as mentioned, most of the staff agrees with me. Further, the Chair has not been over to see the physical conditions; he is only commenting of what a minority of people have told him. I have attempted to put forth that to my knowledge, whenever harassment is involved, the parties are separated for the safety of both parties. The Chair and Personnel have insisted that I have a witness whenever I speak to Nicole and that is all. Personnel have also said they do not have

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EXHIBIT 6

records of previous harassment incidences in DLNR, when to my knowledge, there has been at least two. Why the cover up?

Although I am tasked to run the Bureau, I am not compensated for it and have accepted the challenge. However, the Chair has continuously said, Carl Watanabe is still the Registrar. I have asked this before, but on behalf of myself and many employees, what is to happen to Carl? He is the one who brought down the Bureau, is he going to continue to be allowed to take "pot shots" of my work? Is this a grand scheme to have Bob and I clean things up and have Carl return to run the Bureau? If so, don't hold it against me, simply transfer me out.

Carl Watanabe has been assigned to the Special Project of handling only the mail for close to a year. When the mail backlog was occurring again downstairs, it was found that it could be addressed in a matter of weeks if everyone was held accountable and did their work.

Recently, Peter demanded daily meetings with the so-called Bureau Management Team composed of the Branch Chiefs, Carl, myself and Bob. Carl and Branch Chief Nicole Gega-Chang contributed to the backlog, and their insistence was to merge the front section so that Regular System staff could do Land Court work. This was clearly against the bargaining unit contract, and in time it was found that the merger was not necessary. The Chair has insisted that everyone is to "work as a team," not giving thought to accountability. I have put forth my short term, intermediate and long term goals for the Bureau, but he has not answered. I have asked for direction and I got a "don't wait for me" answer.

The Chair has questioned my sick leave, which I have had to go to the doctor for the flu, bronchitis (due to dusty office air ducts) and now, hypertension that is job related. I have given my health for the job, but the Chair says since I have been out, my probation is to be extended.

The Chair has said I do not respond immediately to legislative requests. The primary Bill in question regarding "Time Share" was originally proposed years ago under Carl's tenure. Since I had previously worked at the Legislature, my suggestion was to put the Bill on hold for further study, after which I went on vacation. When I returned, I found e-mails asking for testimony and I wrote it accordingly. To that, I had numerous rejections with no specific notations for corrections from the Chair. Finally in frustration, I asked Bob what is it that the Chair wanted, and Bob said to pass the testimony to him which was finally accepted. The Chair also fails to understand that legislative coordinator Michael Yoshinaga and Carl Watanabe are good friends.

The Chair has ordered that Bob and I stop all investigation regarding improprieties in the Bureau. I believe that the Chair is retaliating against me for allowing continuous investigations which will show improprieties by the very people who are critical of me.

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I am sorry for bending your ear, but I have given my health for the Bureau. We have come a long ways and many employees are very concerned for me and also, their well being. Despite doctor's orders to rest, I do come in half a day to see that things are progressing. I have asked pertinent questions that I hope will be answered. Mainly, who do I report to? Is Carl Watanabe to run the Bureau? Meanwhile, I have taken steps to protect myself and I want to make clear to everyone that it is nothing personal.

cc: Robert Masuda
Jean Kashiwaeda

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